



and skills of faculties and individual faculty members need to be developed, maintained, supported, and renewed, and that the primary responsibility for accomplishing these ends resides at the College level.

### **SECTION 3. DEFINITION OF FACULTY DEVELOPMENT**

- 3.1 Faculty development includes all activities designed to improve faculty performance in all aspects of their professional lives: as teachers stimulating and guiding student learning, as scholars, advisers, designers and evaluators of academic programs and courses, academic leaders, contributors to public service, participants in College decisions, and in other faculty roles for achieving the College's mission. Recognized beneficial components of faculty development, professional scholarly and creative development, personal development, and organizational development.
- 3.2 Examples of valid, tangible faculty development activities include, but are not limited to: sabbatical or academic leaves to complete a doctorate, expand existing knowledge, learn a new field needed in the curriculum, or achieve other purposes; workshops for improving faculty teaching skills; workshops and internships to enhance faculty roles in academic leadership; seed money grants that enable faculty to pursue larger, external grants or contracts; projects to improve student advising or assessment of student learning; summer grants or summer mini-sabbaticals to develop a needed new program or course, conduct research on teaching, or accomplish other beneficial aims; attendance at academic conferences and meetings; and programs to better orient faculty members and improve their skills.

### **SECTION 4. FACULTY ELIGIBILITY AND PARTICIPATION**

- 4.1 Eligibility. Any person who is a full-time or part-time faculty member of the college is eligible for faculty development as determined by the president in accordance with board policy. Full-time faculty members, including division and department directors, are eligible to apply for all faculty development activities. Part-time faculty members are eligible to apply for all faculty development activities and awards except sabbatical leaves, leaves without pay, and mini-grants. In supporting faculty development for full-time and part-time faculty members, factors to be considered include the potential benefits and costs in the institution, the academic program, and the faculty member.
- 4.2 Participation. As noted elsewhere in this policy, faculty members are responsible for improving their professional effectiveness, and the College is responsible for encouraging and motivating faculty members to participate in faculty development activities.

## **SECTION 5. BOARD OF GOVERNORS: ROLES and RESPONSIBILITIES**

- 5.1 Policy and Support Roles. The Board shall, after appropriate consultation with those groups affected:
  - 5.1.1 Establish system-wide direction, priorities, and plans for faculty development.
  - 5.1.2 Serve as a clearinghouse of information on programs, conferences, fellowships, materials, research, and other matters relevant to faculty development.
  - 5.1.3 Establish, encourage, and support disciplinary, interdisciplinary, administrative, and other consortia or cooperative relationships among State College System colleges and between:
    - 5.1.3.a. Other colleges and universities inside and outside West Virginia;
    - 5.1.3.b. The West Virginia Department of Education and the public schools;
    - 5.1.3.c. Businesses;
    - 5.1.3.d. Governments.
  - 5.1.4 Sponsor and support statewide and regional conferences and workshops on faculty development on a regular basis.
  - 5.1.5 Sponsor or facilitate faculty exchange programs promoting intrastate, interstate, and international faculty exchanges.
  - 5.1.6 Establish and support mechanisms for promoting faculty mobility within and among West Virginia public colleges.
  - 5.1.7 Assist the College in establishing, upgrading, evaluating, or refining its faculty development programs, and in developing techniques and procedures for assessing the effectiveness of faculty development programs.
- 5.2 Financial Roles. The board should, after appropriate consultation with those groups affected:
  - 5.2.1 Seek funds from private and government sources for faculty development.
  - 5.2.2 Include a line-item in its proposed budget request for faculty development.
  - 5.2.3 Designate a portion of its funds each year for faculty development.
  - 5.2.4 Develop funds to support faculty development through reallocation of existing campus resources and/or through College collection and retention of higher education resource fees or faculty improvement fees.

## **SECTION 6. PRESIDENT: ROLES AND RESPONSIBILITIES**

- 6.1 Governance Roles: The President, in consultation with the faculty of the College, shall establish College policy on faculty development consistent with this policy.
- 6.1.1 The President, in consultation with the faculty, shall establish a faculty development program. The President may have a separate program for faculty development or a professional development program combining faculty development with other professional development according to the College's needs and resources. If the College provides a combined professional development program, the appropriate groups representing the participants shall be consulted and involved in creating and operating that program. Through these faculty development or professional development programs, the College shall conduct in-house faculty and professional development activities. Cooperation with the faculty development programs of other colleges and universities is also encouraged. The President is responsible for assessing faculty development needs and for utilizing a variety of development activities appropriate to their mission to meet the development needs of less experienced probationary faculty and experienced, tenured faculty. The President should strive for a balance of individual-oriented and group-oriented development activities to achieve a well-functioning program, and should periodically evaluate the results of their program.
- 6.1.2 The President and chief academic officer at the College has the responsibility to exert leadership and support for faculty development since such administrative support is instrumental to achieving the personal and College benefits of faculty development.
- 6.1.3 The President, in consultation with the faculty of the College, should establish appropriate organizational structures, procedures, standards, and criteria for operating and assessing a faculty development program. These structures may include a faculty development committee, faculty development coordinator, and other structures appropriate to the mission, size, and needs of the College.
- 6.2 Financial Roles. Research and experience show that faculty development is most effective when dependable, consistent funding enables proper planning and implementation of development programs. In order to achieve continuity of financial support for faculty development, the president should establish a benchmark level of financial commitment to faculty development which the College should meet or surpass each year. This level can be expressed as a percentage of its educational and general expenditures or by some other appropriate measure. The level of financial effort should be appropriate to the College's mission and needs, and should be adjusted biennially to reflect changes in mission and needs.

- 6.2.1 The President has the responsibility to pursue funding for faculty development, including applying for such faculty development grants or funds as the Higher Education Policy Commission may provide, pursuing other government or private grants or contracts, reallocating existing campus resources, or allocating funds from the College collection and retention of higher education resource fees or faculty improvement fees.
- 6.2.2 The President has the responsibility for providing financial and logistical support to operate its faculty development program, including providing office space, administrative, clerical, and other necessary support.
- 6.2.3 The President is expected to establish a campus faculty leave fund to hire temporary replacements for faculty on leave.

**SECTION 7. INDIVIDUAL FACULTY MEMBER: ROLES AND RESPONSIBILITIES**

- 7.1 Faculty members, in accordance with the best traditions of higher education, have a responsibility to improve their effectiveness in carrying out their professional roles.
- 7.2 Applicants for faculty development awards shall complete a faculty development plan, if required by the President, for eligibility for faculty development project awards.
- 7.3 Applicants for faculty development may be asked to submit to the president a detailed plan of activity to be followed.
- 7.4 In accepting award of a faculty development proposal, the person shall sign a statement indicating awareness of and agreement to all the conditions specified in the proposal. Faculty members are responsible for using award funds for the legitimate purposes specified in their plan agreement.
- 7.5 Where the President deems appropriate, a faculty member shall file with the President or the his/her designee a written final report of development activities, results, and anticipated benefits to the faculty member and institution. A written final report may not be appropriate for all development projects.
- 7.6 Faculty members engaging in development activities are responsible for sharing their new learning or skills with other colleagues via publication, report, seminar, workshop, tutoring, or other appropriate ways of communicating among professionals.

## **SECTION 8. FUNDING**

- 8.1 Funding for faculty development activities may come from appropriated funds, government grants or contracts, private grants or contracts, or College collected and retained higher education resource fees or faculty improvement fees.
- 8.2 The College's development programs, grants, and activities are subject to availability of appropriated and other funds for those purposes. As noted before, the Board and President have the responsibility for making a good faith effort to ensure that adequate funding is available.

## **SECTION 9. AUTHORIZED EXPENDITURES**

- 9.1 Compensation to Individuals. Funds allocated for faculty development may be used to compensate or pay expenses for faculty members who are pursuing additional academic study or training, engaging in scholarship or other creative activity, pursuing teaching and College improvement, serving as faculty development coordinator, or performing other responsibilities consistent with Board and College policy or to compensate other individuals to allow faculty members to pursue development activities on released time.
- 9.2 College Support. Permissible support activities include, but are not limited to, providing for office space and administrative support for faculty development programs; and providing equipment and materials necessary for improving teaching, conducting research, or pursuing other valid development activities.
- 9.3 All expenditures must be consistent with Board and College policies and procedures.